

Millennium Challenge Corporation

Reducing Poverty Through Growth

Senior Management Consultant

Introduction

The Millennium Challenge Corporation (MCC) is a United States government-owned corporation responsible for the stewardship of the Millennium Challenge Account (MCA). MCC works with developing countries to promote sustainable economic growth to reduce poverty. As part of the due diligence of each country's proposal, MCC conducts cost-benefit analysis to assess the proposed projects' likely economic impact and cost-effectiveness and estimate the share of the population who may benefit from the program. After a Compact is signed, MCC is responsible for ensuring the economic impact of Compact interventions on household income and poverty reduction. MCC employees in Washington DC and the field are responsible for helping country partners achieve Compact objectives and for oversight of the effective and transparent use of funds.

Scope of Work

The Office of the Chief Executive Officer of the MCC is seeking a contractor or consultant to provide expert consultation to MCC Senior Staff on organizational models and best practices to improve the overall management of the corporation and to respond to the changing global demands of a growing portfolio of partner countries.

Objectives

The overall objectives of this contract are to:

- 1) The Contractor shall provide services necessary to facilitate an internal assessment and discussion among MCC senior management concerning the pros and cons of the current business and organizational model for overseeing the work of MCC and its partner countries. The Contractor shall highlight impediments to effective organizational behavior and processes, point out what is working well and recommend best practices in each area from other bi-lateral and multi-lateral development institutions.
- 2) The Contractor also shall facilitate a review of key MCC organizational functions and provide options and recommendations for consideration. This includes plans for implementing any suggested changes.

Provide interim and final reports to MCC resulting from the assessment, facilitation, discussion and recommendations alluded to above, as appropriate.

Designated Contractor would be expected to coordinate with Senior MCC Staff responsible for all aspects of MCC's operations, including field staff where relevant.

The contractor or consultant will work on an intermittent basis (no more than 5 days a week 8 hours per day) for an initial base period not to exceed 3 months. This position will be based in the MCC's Washington, D.C. offices, but may require travel to foreign countries.

Duties will include (but are not limited to):

- Review current organizational strengths and weaknesses and summarize findings.
- Research current organizational best practices in international development.
- Facilitate work sessions with MCC management and staff to identify key organizational and compact program strengths and weaknesses. Summarize key findings from work sessions and provide recommendations.
- Develop recommendations and potential organizational design options for consideration by MCC senior management, including budget, human capital, and implementation plans for each option.

Evaluation Criteria

- Demonstrated experience and extensive knowledge of international development organizations and best practices.
- Experience assisting global organizations with organization and business process reviews and redesign.
- Experience in and knowledge of field operations and programs in international development.
- Excellent written and oral communication skills.
- Familiarity with government agencies.
- Ability to successfully work with a wide variety of management styles.

How to Apply

Interested parties should submit by email to recruitment@mcc.gov the following package: 1) Curriculum Vitae, 2) a brief cover letter that addresses the evaluation criteria and provides three professional or academic references, and 3) Salary history with proposed hourly rate. Please include "Senior Management Consultant" in the subject line of your email.

This announcement will expire on June 11, 2009, or until filled.